## High Sick Leave Consumption Economic Development



KPI Owner: Rebecca Fleischaker Process: Time & Attendance

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Baseline, Goal	, & Benchmark	Source Summary	Continuous Improvement Summary							
Baseline: FY13, 50 emplo	yees	Data Source: Payable	Plan-Do-Check-Act Step 8: Monitor and diagnose							
Goal: September 12 - July	14: no more than 2	Time Peoplesoft	Measurement Method: # of employees who used 9 or more out of 12 sick							
employees. Updated Aug	ust 14: 0 employees	Goal Source: Enterprise	<sup>1</sup> days in a 12 month period; rate calculated by dividing by total employees							
		KPI for productivity	Why Measure: Promote a culture in which sick time is used appropriately							
		Benchmark Source: OPI	Next Improvement Step: Monitor to ensure that level of high sick leave							
Benchmark: 11% LMG To	p Quartile Oct2014	sick leave study	consumption is maintained							
How Are We Doing?										
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Goal

The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.

Report Generated: 03/09/2015

12 Month Avg Goal 12 Month Average

1

1

→ Sick Employees

Data Expires: 03/11/2015

<sup>&</sup>lt;sup>1</sup>A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract